

January 2, 2004

MEMORANDUM

TO: Idaho House and Senate Members

FROM: State Controller's Office
Administrator, Division of Human Resources
Budget & Policy Analysis Supervisor, Legislative Services
Administrator, Division of Financial Management

Each year we receive requests from various legislators to provide certain categorical and statistical information regarding the number of state employees. Each of the four agencies stated above maintains reports containing these numbers. However, since each office has different needs, the reports are not always alike in format and content. Also, categories of employee counts can vary. This has sometimes been frustrating to legislators and others when inquiries are made.

The attached report provides a comprehensive list of the numbers of state employees as of January 2, 2004. Since the state employee work force is highly mobile, a report provided on any other date will naturally vary from the figures on this report. Therefore, the response to any inquiry made during the legislative session will be based specifically on statistics contained in the attached report.

For definition purposes of this particular report a State Employee is a person, other than a patient, inmate or student employed in a state institution, working at an agency of the State of Idaho or a local health district. This definition includes part-time employees, however, it specifically excludes: independent contractors and employees of such independent contractors; teachers and other employees of local independent school districts; persons affiliated with state agencies or educational institutions who are paid entirely from local or non-state funds and; individuals who, by law, are not required to be paid through the Office of State Controller.

Any questions you may have concerning employee numbers, or the data in this report, should be referred to Jeff Youtz, Supervisor Budget/Policy Analysis, Legislative Service Office, 334-3531.

January 2, 2004

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Active Employee Counts

The four agencies responsible for compiling this information have established the following rules to be used in the calculation of active employee totals:

1. Elected officials are counted once, regardless of any Board, Commission or other memberships.
2. A state employee in multiple positions within ONE state agency will be counted once. Note: If any of the positions are classified, he/she is counted as Classified. Otherwise, he/she is counted as Non-classified.
3. The non-classified temporary/part-time column is the count of employees working less than full-time. It includes Legislative attaches, students, part-time faculty, temporaries, etc.
4. Full-time Board Members such as Tax Commissioners, Industrial Commissioners and Public Utility Commissioners are counted as regular non-classified employees.
5. Full-time Faculty members are counted as regular non-classified employees.
6. The 'TOTAL – ACTUAL' represents a total of employees per agency. Note: If an employee works at more than one state agency, he/she would be counted in each agency.
7. The 'TOTALS – COUNTED ONCE' represents a total of employees per social security number. Note: This total should always be smaller than the above total by the number of employees that work for multiple state agencies.
8. The State Controller's Office runs the payroll center for all state of Idaho employees, however, BSU, ISU and U of I pay their employees separately. Therefore, university employee counts depend upon how an employee is defined by each university.

STATE OF IDAHO
ACTIVE EMPLOYEE COUNT AS OF JANUARY 2, 2004

EXHIBIT A
PAGE 1

*Does not include *Casual Labor Employees*

AGENCY NAME	NON-CLASSIFIED					CLASSIFIED				
	AGCY CODE	ELECTED OFFICIALS	BOARD & COMM	NON-CLASS EMPLOYEE	TEMP/ PT-TIME	TOTAL NON-CLASS	CLASSIFIED EMPLOYEE	PART TIME	TOTAL CLASSIFIED	TOTAL EMPLOYEES
ACCOUNTANCY BOARD	422	0	7	1	0	8	3	0	3	11
ADMINISTRATION, DEPT OF	200	0	0	15	5	20	138	1	139	159
AGRICULTURE, DEPT OF	210	0	21	103	92	216	181	1	182	398
APPELLATE PUBLIC DEFENDER	443	0	0	14	1	15	0	0	0	15
ARTS COMMISSION	132	0	0	9	1	10	0	0	0	10
ATHLETIC COMMISSION	420	0	1	0	0	1	0	0	0	1
ATTORNEY GENERAL	160	1	0	166	12	179	1	0	1	180
BLIND COMMISSION	189	0	4	1	7	12	33	6	39	51
BOISE STATE UNIVERSITY	512	0	0	1,044	185	1,229	526	116	642	1,871
BRAND INSPECTION	331	0	5	5	16	26	34	3	37	63
BUILDING SAFETY, DIVISION OF	450	0	39	6	9	54	109	0	109	163
CERTIFIED SHORTHAND REPORTERS BOARD	432	0	0	0	1	1	0	0	0	1
COMMERCE, DEPT OF	220	0	8	6	8	22	42	0	42	64
CONTROLLER'S OFFICE	140	1	0	90	4	95	0	0	0	95
CORRECTIONS, DEPT OF	230	0	10	18	28	56	1,337	12	1,349	1,405
CORRECTIONAL INDUSTRIES	231	0	0	28	1	29	0	0	0	29
DEAF & BLIND SCHOOL	502	0	0	59	62	121	19	37	56	177
DENTISTRY BOARD	423	0	8	1	3	12	1	0	1	13
DISABILITY DETERMINATION **	191	0	0	0	0	0	0	0	0	0
EASTERN IDAHO TECHNICAL COLLEGE	504	0	0	57	240	297	27	0	27	324
EDUCATION, STATE BOARD OF	501	0	7	14	1	22	1	0	1	23
ENGINEERS & LAND SURVEYORS BOARD	424	0	5	1	0	6	2	0	2	8
ENVIRONMENTAL QUALITY, DEPT OF	245	0	7	12	39	58	334	8	342	400
FINANCE, DEPT OF	250	0	0	1	0	1	39	0	39	40
FINANCIAL MANAGEMENT	180	0	0	13	0	13	7	0	7	20
FISH & GAME, DEPT OF	260	0	8	5	256	269	491	0	491	760
GEOLOGISTS, BOARD OF PROFESSIONAL	430	0	5	0	1	6	0	0	0	6
GOVERNOR'S OFFICE	181	1	0	19	3	23	0	0	0	23
HEALTH & WELFARE, DEPT OF	270	0	14	25	547	586	2,632	110	2,742	3,328
HEALTH DISTRICT 1	951	0	7	4	38	49	105	37	142	191

*Casual Labor Employees are emergency or seasonal workers

**Disability Determination merged with Dept of Labor

STATE OF IDAHO
ACTIVE EMPLOYEE COUNT AS OF JANUARY 2, 2004

EXHIBIT A
PAGE 2

*Does not include *Casual Labor Employees*

AGENCY NAME	NON-CLASSIFIED					CLASSIFIED				
	AGCY CODE	ELECTED OFFICIALS	BOARD & COMM	NON-CLASS EMPLOYEE	TEMP/ PT-TIME	TOTAL NON-CLASS	CLASSIFIED EMPLOYEE	PART TIME	TOTAL CLASSIFIED	TOTAL EMPLOYEES
HEALTH DISTRICT 2	952	0	7	3	12	22	41	12	53	75
HEALTH DISTRICT 3	953	0	6	4	12	22	90	6	96	118
HEALTH DISTRICT 4	954	0	7	5	63	75	83	42	125	200
HEALTH DISTRICT 5	955	0	8	3	12	23	74	6	80	103
HEALTH DISTRICT 6	956	0	8	4	19	31	88	42	130	161
HEALTH DISTRICT 7	957	0	8	3	32	43	67	23	90	133
HISPANIC AFFAIRS COMMISSION	441	0	0	1	1	2	1	0	1	3
HISTORICAL SOCIETY	522	0	7	1	15	23	40	2	42	65
HOUSE	101	69	0	30	0	99	0	0	0	99
HUMAN RESOURCES, DIVISION OF	194	0	4	2	0	6	32	2	34	40
HUMAN RIGHTS COMMISSION	188	0	9	1	1	11	9	1	10	21
IDAHO CODE COMMISSION	133	0	3	0	0	3	0	0	0	3
IDAHO STATE POLICE	330	0	0	3	56	59	451	6	457	516
IDAHO STATE UNIVERSITY	513	0	0	927	407	1,334	539	79	618	1,952
INDUSTRIAL COMMISSION	300	0	0	58	1	59	69	1	70	129
INSURANCE, DEPT OF	280	0	0	8	7	15	56	1	57	72
INSURANCE FUND	186	0	9	221	4	234	12	0	12	246
INVESTMENT BOARD	322	0	8	2	0	10	1	1	2	12
JUDICIAL BRANCH	110	130	6	134	26	296	0	0	0	296
JUVENILE CORRECTIONS, DEPT OF	285	0	0	6	13	19	321	5	326	345
LABOR, DEPT OF **	240	0	0	10	119	129	526	105	631	760
LANDS, DEPT OF	320	0	5	7	74	86	209	19	228	314
LAVA HOT SPRINGS	341	0	5	1	12	18	8	0	8	26
LEGISLATIVE SERVICES	102	0	0	65	3	68	0	0	0	68
LEWIS CLARK STATE COLLEGE	511	0	0	256	639	895	112	11	123	1,018
LIBRARY, STATE	521	0	5	1	5	11	38	2	40	51
LIEUTENANT GOVERNOR	120	1	0	1	0	2	0	0	0	2
LIQUOR DISPENSARY	185	0	0	2	119	121	111	45	156	277
LOTTERY COMMISSION	440	0	6	27	9	42	13	0	13	55
MEDICINE BOARD	425	0	32	5	0	37	7	1	8	45
MILITARY DIVISION	190	0	0	185	14	199	0	0	0	199

*Casual Labor Employees are emergency or seasonal workers

**Disability Determination merged with Dept of Labor

STATE OF IDAHO
ACTIVE EMPLOYEE COUNT AS OF JANUARY 2, 2004

EXHIBIT A
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*Does not include *Casual Labor Employees*

AGENCY NAME	NON-CLASSIFIED					CLASSIFIED				
	AGCY CODE	ELECTED OFFICIALS	BOARD & COMM	NON-CLASS EMPLOYEE	TEMP/ PT-TIME	TOTAL NON-CLASS	CLASSIFIED EMPLOYEE	PART TIME	TOTAL CLASSIFIED	TOTAL EMPLOYEES
NURSING BOARD	426	0	11	2	3	16	5	0	5	21
OCCUPATIONAL LICENSES, BUREAU OF	427	0	103	5	0	108	16	0	16	124
OFFICE ON AGING	187	0	5	2	2	9	13	0	13	22
OPTOMETRY BOARD	431	0	7	0	0	7	0	0	0	7
OUTFITTERS & GUIDES LICENSING BOARD	434	0	5	2	17	24	3	1	4	28
PARKS & RECREATION, DEPT OF	340	0	18	4	41	63	133	6	139	202
PHARMACY BOARD	421	0	5	2	0	7	8	1	9	16
PROF-TECH EDUCATION	503	0	0	26	2	28	14	0	14	42
PUBLIC BROADCASTING	520	0	0	6	47	53	46	0	46	99
PUBLIC EMPLOYEES RETIREMENT SYSTEM	183	0	5	4	2	11	58	0	58	69
PUBLIC UTILITIES COMMISSION	900	0	0	13	0	13	37	0	37	50
RACING COMMISSION	332	0	3	1	2	6	2	0	2	8
REAL ESTATE COMMISSION	429	0	4	1	1	6	12	0	12	18
SECRETARY OF STATE	130	1	0	28	0	29	0	0	0	29
SENATE	100	36	0	7	2	45	0	0	0	45
SPECIES CONSERVATION	195	0	0	6	0	6	0	0	0	6
SUPERINTENDENT OF PUBLIC INSTRUCTION	170	1	0	71	85	157	48	3	51	208
TAX APPEALS BOARD	351	0	3	2	0	5	2	0	2	7
TAX COMMISSION, STATE	352	0	0	8	73	81	383	7	390	471
TRANSPORTATION, DEPT OF	290	0	18	10	175	203	1,758	1	1,759	1,962
TREASURER, STATE	150	1	0	15	2	18	0	0	0	18
UNIVERSITY OF IDAHO	514	0	0	2,235	791	3,026	0	0	0	3,026
VETERANS SERVICES, DIVISION OF	444	0	5	2	95	102	227	18	245	347
VETERINARY MEDICINE BOARD	435	0	6	1	1	8	0	0	0	8
VOCATIONAL REHABILITATION	523	0	0	90	4	94	42	14	56	150
WATER RESOURCES, DEPT OF	360	0	10	5	26	41	160	0	160	201
WOMEN'S COMMISSION	192	0	0	0	1	1	0	0	0	1
TOTAL - ACTUAL		242	507	6,241	4,607	11,597	12,027	794	12,821	24,418
TOTALS - COUNTED ONCE		242	459	6,228	4,541	11,470	12,024	793	12,817	24,287

*Casual Labor Employees are emergency or seasonal workers

**Disability Determination merged with Dept of Labor

**STATE OF IDAHO
10 YEAR STATE EMPLOYMENT COUNT
AS OF JANUARY 2, 2004**

**EXHIBIT B
PAGE 1**

*Does not include *Casual Labor Employees*

AGENCY NAME	AGENCY CODE	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
ACCOUNTANCY BOARD	422	15	12	11	10	11	10	11	11	11	11
ADMINISTRATION, DEPT OF	200	167	162	161	169	169	171	166	174	167	159
AGRICULTURE, DEPT OF	210	395	340	342	378	383	387	363	367	358	398
APPELLATE PUBLIC DEFENDER	443					11	13	14	15	16	15
ARTS COMMISSION	132	14	14	12	10	9	10	10	12	11	10
ATHLETIC COMMISSION	420			1	1	1	1	1	1	1	1
ATTORNEY GENERAL	160	145	159	169	173	173	176	186	190	176	180
BLIND COMMISSION	189	50	52	52	49	50	54	57	53	50	51
BOISE STATE UNIVERSITY	512	1,531	1,550	1,533	1,577	1,655	1,704	1,801	1,834	1,821	1,871
BRAND INSPECTION	331	63	62	63	64	65	66	68	70	65	63
BUILDING SAFETY, DIVISION OF	450	144	139	134	137	128	137	158	161	155	163
CERTIFIED SHORTHAND REPORTERS BOARD	432	1	1	1	1	1	1	1	1	1	1
COMMERCE, DEPT OF	220	63	64	64	63	59	64	62	63	57	64
CONTROLLER'S OFFICE	140	109	109	107	105	97	108	113	107	104	95
CORRECTIONS, DEPT OF	230	1,083	1,107	1,086	1,208	1,358	1,388	1,394	1,430	1,388	1,405
CORRECTIONAL INDUSTRIES	231	39	38	38	39	38	46	46	42	40	29
DEAF & BLIND SCHOOL	502	188	181	176	166	172	168	162	182	179	177
DENTISTRY BOARD	423	11	11	11	11	13	13	14	14	13	13
DISABILITY DETERMINATION **	191	38	34	36	39	40	47	46	60	56	0
EASTERN IDAHO TECHNICAL COLLEGE	504	425	381	317	265	232	191	199	201	277	324
EDUCATION, STATE BOARD OF	501	21	19	20	20	22	27	28	26	24	23
ENGINEERS & LAND SURVEYORS BOARD	424	18	28	19	8	9	9	8	9	10	8
ENVIRONMENTAL QUALITY, DEPT OF	245							395	415	398	400
FINANCE, DEPT OF	250	41	38	39	40	43	40	42	42	41	40
FINANCIAL MANAGEMENT	180	24	24	24	18	20	27	27	25	24	20
FISH & GAME, DEPT OF	260	691	682	632	661	650	654	669	710	739	760
GEOLOGIST, BOARD OF PROFESSIONAL	430	6	6	6	6	6	6	6	6	6	6
GOVERNOR'S OFFICE	181	55	38	36	24	23	45	49	51	51	23
HEALTH & WELFARE, DEPT OF	270	4,662	4,103	4,044	4,005	4,120	4,268	3,466	3,524	3,272	3,328
HEALTH DISTRICT 1	951	236	218	218	200	192	180	184	180	184	191

*Casual Labor Employees are emergency or seasonal workers

** Desolved agency/Merged with other agency

**STATE OF IDAHO
10 YEAR STATE EMPLOYMENT COUNT
AS OF JANUARY 2, 2004**

**EXHIBIT B
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*Does not include *Casual Labor Employees*

AGENCY NAME	AGENCY CODE	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
HEALTH DISTRICT 2	952	72	68	73	74	69	75	73	70	77	75
HEALTH DISTRICT 3	953	110	112	121	128	139	132	123	126	113	118
HEALTH DISTRICT 4	954	210	209	225	220	205	201	202	200	196	200
HEALTH DISTRICT 5	955	89	88	91	90	89	99	105	103	99	103
HEALTH DISTRICT 6	956	171	173	175	176	171	159	160	164	156	161
HEALTH DISTRICT 7	957	172	167	172	174	171	156	163	147	125	133
HISPANIC AFFAIRS COMMISSION	441	10	9	9	9	4	5	6	5	4	3
HISTORICAL SOCIETY	522	69	64	56	57	57	62	72	79	64	65
HOUSE	101	131	85	80	78	77	79	86	83	102	99
HUMAN RESOURCES, DIVISION OF	194	59	56	54	57	58	39	41	41	38	40
HUMAN RIGHTS COMMISSION	188	23	21	23	22	21	21	22	23	23	21
IDAHO CODE COMMISSION	133	3	3	3	3	3	3	3	3	3	3
IDAHO STATE POLICE	330	457	439	451	458	475	489	500	534	516	516
IDAHO STATE UNIVERSITY	513	1,551	1,602	1,662	1,706	1,713	1,857	1,892	1,916	1,898	1,952
INDUSTRIAL COMMISSION	300	128	122	130	131	136	134	131	134	134	129
INSURANCE, DEPT OF	280	80	73	72	67	68	69	76	73	76	72
INSURANCE FUND	186	195	185	197	225	235	233	229	235	242	246
INVESTMENT BOARD	322	12	12	12	12	12	12	11	12	12	12
JUDICIAL BRANCH	110	261	267	264	267	280	285	287	297	298	296
JUVENILE CORRECTIONS, DEPT OF	285		232	235	231	268	275	283	328	341	345
LABOR, DEPT OF **	240	570	567	603	603	635	671	698	704	698	760
LANDS, DEPT OF	320	322	326	337	295	303	345	322	312	322	314
LAVA HOT SPRINGS	341	25	27	26	23	24	22	23	26	26	26
LEGISLATIVE SERVICES	102	67	64	66	65	66	65	70	74	71	68
LEWIS CLARK STATE COLLEGE	511	1,138	1,343	1,213	1,114	910	1,232	1,210	1,222	1,141	1,018
LIBRARY, STATE	521	55	56	55	54	57	55	58	55	49	51
LIEUTENANT GOVERNOR	120	2	2	2	2	2	2	2	2	2	2
LIQUOR DISPENSARY	185	234	248	215	224	233	233	258	254	261	277
LOTTERY COMMISSION	440	59	56	57	54	57	60	56	58	57	55
MEDICINE BOARD	425	28	32	36	34	35	36	38	43	45	45
MILITARY DIVISION	190	145	150	150	156	175	178	183	189	178	199

*Casual Labor Employees are emergency or seasonal workers

** Desolved agency/Merged with other agency

**STATE OF IDAHO
10 YEAR STATE EMPLOYMENT COUNT
AS OF JANUARY 2, 2004**

**EXHIBIT B
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*Does not include *Casual Labor Employees*

AGENCY NAME	AGENCY CODE	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
NURSING BOARD	426	14	14	14	16	17	18	19	18	19	21
NORTHWEST POWER PLANNING COUNCIL **	182	8									
OCCUPATIONAL LICENSES, BUREAU OF	427	86	84	86	85	90	95	101	117	117	124
OFFICE ON AGING	187	14	23	21	22	22	23	23	24	24	22
OPTOMETRY BOARD	431	5	5	5	5	6	7	7	5	6	7
OUTFITTERS & GUIDES LICENSING BOARD	434	19	17	19	21	21	20	24	28	29	28
PARKS & RECREATION, DEPT OF	340	193	207	208	200	219	221	223	218	208	202
PHARMACY BOARD	421	14	16	14	13	14	17	16	16	15	16
PROF-TECH EDUCATION	503	56	54	50	50	54	48	47	47	43	42
PUBLIC BROADCASTING	520	87	84	72	80	71	69	73	74	99	99
PUBLIC EMPLOYEES RETIREMENT SYSTEM	183	52	51	53	52	55	52	63	67	66	69
PUBLIC UTILITIES COMMISSION	900	55	55	54	54	55	44	47	49	48	50
RACING COMMISSION	332	14	13	7	9	8	10	10	9	7	8
REAL ESTATE COMMISSION	429	20	20	19	22	19	20	19	17	18	18
SECRETARY OF STATE	130	31	32	31	31	32	30	29	32	30	29
SENATE	100	103	48	51	45	48	48	52	47	48	45
SPECIES CONSERVATION	195							2	5	6	6
SUPERINTENDENT OF PUBLIC INSTRUCTION	170	112	118	133	140	162	164	184	185	187	208
TAX APPEALS BOARD	351	5	6	6	6	7	7	6	7	7	7
TAX COMMISSION, STATE	352	394	371	370	377	454	479	453	445	432	471
TRANSPORTATION, DEPT OF	290	2,002	1,937	1,893	1,847	1,874	1,949	1,952	1,971	1,963	1,962
TREASURER, STATE	150	15	15	15	14	17	17	19	19	18	18
UNIVERSITY OF IDAHO	514	2,840	2,923	2,780	2,842	2,880	3,063	3,109	3,248	3,384	3,026
VETERANS SERVICES, DIVISION OF	444							353	381	352	347
VETERINARY MEDICINE BOARD	435	11	10	10	10	10	8	8	9	8	8
VOCATIONAL REHABILITATION	523	139	141	138	143	141	145	149	152	150	150
WATER RESOURCES, DEPT OF	360	207	198	204	206	208	203	208	212	206	201
WOMEN'S COMMISSION	192	1	1	1	1	1	1	1	1	2	1

*Casual Labor Employees are emergency or seasonal workers

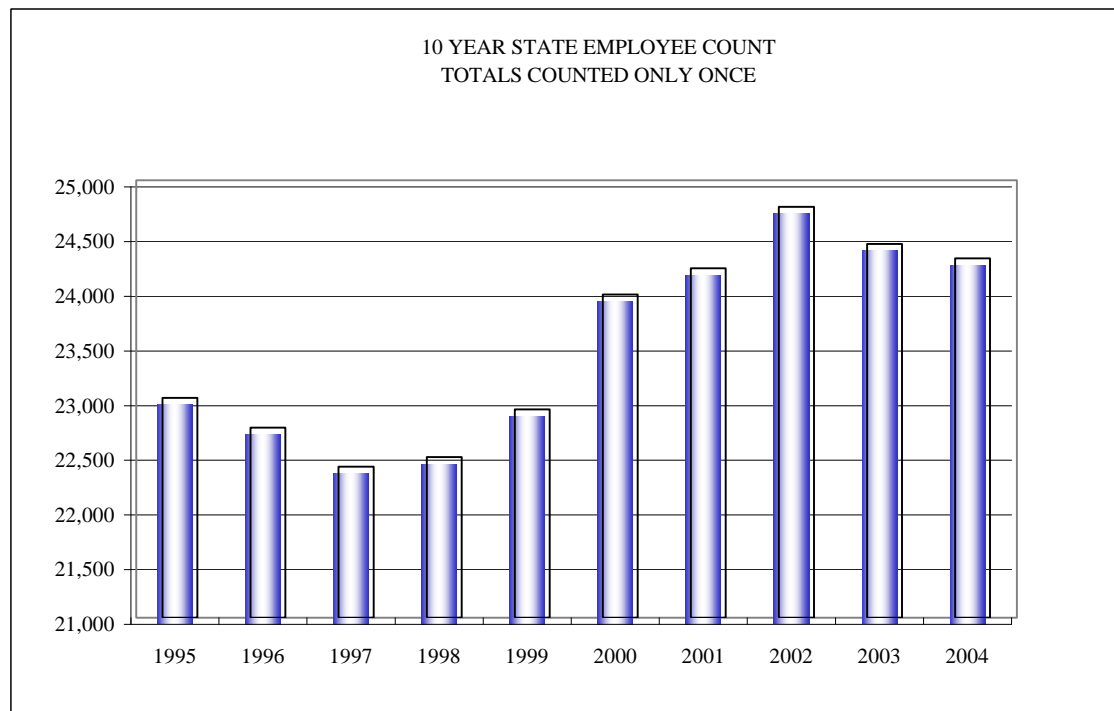
** Desolved agency/Merged with other agency

**STATE OF IDAHO
10 YEAR STATE EMPLOYMENT COUNT
AS OF JANUARY 2, 2004**

**EXHIBIT B
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*Does not include *Casual Labor Employees*

AGENCY NAME	AGENCY CODE	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
ACTUAL TOTALS		23,180	22,873	22,471	22,547	22,983	24,053	24,326	24,891	24,554	24,418
TOTALS - COUNTED ONCE		23,010	22,738	22,382	22,470	22,904	23,954	24,194	24,757	24,417	24,287



*Casual Labor Employees are emergency or seasonal workers

** Desolved agency/Merged with other agency

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

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AGENCY	NAME	TITLE	ANNUAL SALARY
GOVERNOR	DIRK A KEMPTHORNE	GOVERNOR	98,500.00
ATTORNEY GENERAL	LAWRENCE G WASDEN	ATTORNEY GENERAL	91,500.00
CONTROLLER	KEITH LAVAR JOHNSON	STATE CONTROLLER	82,500.00
LIEUTENANT GOVERNOR	JAMES E RISCH	LIEUTENANT GOVERNOR	26,750.00
SECRETARY OF STATE	BENITO T YSURSA	SECRETARY OF STATE	82,500.00
TREASURER	RON G CRANE	STATE TREASURER	82,500.00
SUPT PUBLIC INSTRUSTRUCTION	MARILYN L HOWARD	SUPT OF PUBLIC INSTRUCTION	82,500.00
SENATE	JOHN C ANDREASON	SENATOR	15,646.00
	KENT M BAILEY	SENATOR	15,646.00
	ROCKY SKIPPER BRANDT	SENATOR	15,646.00
	HAROLD R BUNDERSON	SENATOR	15,646.00
	MIKE F BURKETT	SENATOR	15,646.00
	DON MARTIN BURTENSHAW	SENATOR	15,646.00
	MARTHA A CALABRETTA	SENATOR	15,646.00
	DEAN L CAMERON	SENATOR	15,646.00
	RICHARD L COMPTON	SENATOR	15,646.00
	DENTON C DARRINGTON	SENATOR	15,646.00
	BART M DAVIS	SENATOR	15,646.00
	THOMAS CURTIS GANNON	SENATOR	15,646.00
	ROBERT L GEDDES	SENATOR PRESIDENT PRO TEM *	18,646.00
	JOHN W GOEDDE	SENATOR	15,646.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

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AGENCY	NAME	TITLE	ANNUAL SALARY
SENATE	HAROLD BRENT HILL	SENATOR	15,646.00
	CECIL D INGRAM	SENATOR	15,646.00
	H FRED KENNEDY	SENATOR	15,646.00
	SHAWN R KEOUGH	SENATOR	15,646.00
	BRAD LITTLE	SENATOR	15,646.00
	PATRICIA ANNE LODGE	SENATOR	15,646.00
	EDGAR J MALEPEAI	SENATOR	15,646.00
	BERT C MARLEY	SENATOR	15,646.00
	CURTIS D McKENZIE	SENATOR	15,646.00
	RON McWILLIAMS	SENATOR	15,646.00
	JOHN DAVID NOBLE	SENATOR	15,646.00
	LAIRD NOH	SENATOR	15,646.00
	MONTY J PEARCE	SENATOR	15,646.00
	MELVIN M RICHARDSON	SENATOR	15,646.00
	GARY J SCHROEDER	SENATOR	15,646.00
	SHEILA A SORENSEN	SENATOR	15,646.00
	JOE STEGNER	SENATOR	15,646.00
	W CLINTON STENNETT	SENATOR	15,646.00
	GERALD M SWEET	SENATOR	15,646.00
	ELLIOT S WERK	SENATOR	15,646.00
	J STANLEY WILLIAMS	SENATOR	15,646.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
PAGE 3**

AGENCY	NAME	TITLE	ANNUAL SALARY
HOUSE	ALLEN R ANDERSON	REPRESENTATIVE	15,646.00
	JACK T BARRACLOUGH	REPRESENTATIVE	15,646.00
	LENORE HARDY BARRETT	REPRESENTATIVE	15,646.00
	GARY W BAUER	REPRESENTATIVE	15,646.00
	CLIFFORD R BAYER	REPRESENTATIVE	15,646.00
	SCOTT C BEDKE	REPRESENTATIVE	15,646.00
	MAXINE T BELL	REPRESENTATIVE	15,646.00
	MAX C BLACK	REPRESENTATIVE	15,646.00
	SHARON L BLOCK	REPRESENTATIVE	15,646.00
	DONNA H BOE	REPRESENTATIVE	15,646.00
	DARRELL G BOLZ	REPRESENTATIVE	15,646.00
	LARRY C BRADFORD	REPRESENTATIVE	15,646.00
	JOHN L CAMPBELL	REPRESENTATIVE	15,646.00
	JOSEPH S CANNON	REPRESENTATIVE	15,646.00
	JAMES W CLARK	REPRESENTATIVE	15,646.00
	GARY E COLLINS	REPRESENTATIVE	15,646.00
	DOLORES CROW	REPRESENTATIVE	15,646.00
	CHARLES D CUDDY	REPRESENTATIVE	15,646.00
	WILLIAM W DEAL	REPRESENTATIVE	15,646.00
	LAWERENCE E DENNEY	REPRESENTATIVE	15,646.00
	BONITA A DOUGLAS	REPRESENTATIVE	15,646.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
PAGE 4**

AGENCY	NAME	TITLE	ANNUAL SALARY
HOUSE	CHARLES F EBERLE	REPRESENTATIVE	15,646.00
	CLETE R EDMUNSON	REPRESENTATIVE	15,646.00
	JULIE A ELLSWORTH	REPRESENTATIVE	15,646.00
	GEORGE E ESKRIDGE	REPRESENTATIVE	15,646.00
	DEBRA S FIELD	REPRESENTATIVE	15,646.00
	FRANCES C FIELD	REPRESENTATIVE	15,646.00
	LEE F GAGNER	REPRESENTATIVE	15,646.00
	KATHERINE L GARRETT	REPRESENTATIVE	15,646.00
	RICHARD J HARWOOD	REPRESENTATIVE	15,646.00
	MARGARET A HENBEST	REPRESENTATIVE	15,646.00
	WENDY SOTH JAQUET	REPRESENTATIVE	15,646.00
	DOUGLAS RAYMOND JONES	REPRESENTATIVE	15,646.00
	HILDE KELLOGG	REPRESENTATIVE	15,646.00
	HENRY E KULCZYK	REPRESENTATIVE	15,646.00
	DENNIS M LAKE	REPRESENTATIVE	15,646.00
	EULALIE T LANGFORD	REPRESENTATIVE	15,646.00
	DAVID R LANGHORST	REPRESENTATIVE	15,646.00
	ELMER T MARTINEZ	REPRESENTATIVE	15,646.00
	JANICE K McGEACHIN	REPRESENTATIVE	15,646.00
	SHIRLEY McKAGUE	REPRESENTATIVE	15,646.00
	WAYNE R MEYER	REPRESENTATIVE	15,646.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
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AGENCY	NAME	TITLE	ANNUAL SALARY
HOUSE	JANET J MILLER	REPRESENTATIVE	15,646.00
	MIKE P MITCHELL	REPRESENTATIVE	15,646.00
	MICHAEL E MOYLE	REPRESENTATIVE	15,646.00
	MICHEAL S NACCARATO	REPRESENTATIVE	15,646.00
	BRUCE NEWCOMB	SPEAKER of the HOUSE *	18,646.00
	MILTON P NIELSEN	REPRESENTATIVE	15,646.00
	ANNE PASLEY-STUART	REPRESENTATIVE	15,646.00
	DELMAR H RAYBOULD	REPRESENTATIVE	15,646.00
	TIM E RIDINGER	REPRESENTATIVE	15,646.00
	ROBERT J RING	REPRESENTATIVE	15,646.00
	SHIRLEY G RINGO	REPRESENTATIVE	15,646.00
	KEN A ROBERTS	REPRESENTATIVE	15,646.00
	KENNETH L ROBISON	REPRESENTATIVE	15,646.00
	ANNIE RYDALCH	REPRESENTATIVE	15,646.00
	WILLIAM T SALI	REPRESENTATIVE	15,646.00
	GEORGE C SAYLER	REPRESENTATIVE	15,646.00
	ROBERT E SCHAEFER	REPRESENTATIVE	15,646.00
	MARY L SHEPHERD	REPRESENTATIVE	15,646.00
	MACK G SHIRLEY	REPRESENTATIVE	15,646.00
	KATHLEEN M SKIPPEN	REPRESENTATIVE	15,646.00
	ELAINE E SMITH	REPRESENTATIVE	15,646.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
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AGENCY	NAME	TITLE	ANNUAL SALARY
HOUSE	LEON E SMITH	REPRESENTATIVE	15,646.00
	RICHARD STEVEN SMYLIE	REPRESENTATIVE	15,646.00
	MARK A SNODGRASS	REPRESENTATIVE	15,646.00
	JOHN A STEVENSON	REPRESENTATIVE	15,646.00
	THOMAS F TRAIL	REPRESENTATIVE	15,646.00
	RICHARD A WILLS	REPRESENTATIVE	15,646.00
	JOAN E WOOD	REPRESENTATIVE	15,646.00
JUDICIAL BRANCH	GREGORY S ANDERSON	DISTRICT JUDGE	95,718.00
	R JAMES ARCHIBALD	MAGISTRATE JUDGE	90,718.00
	DEBORAH A BAIL	DISTRICT JUDGE	95,718.00
	MARK A BEEBE	MAGISTRATE JUDGE	90,718.00
	G RICHARD BEVAN	DISTRICT JUDGE	95,718.00
	CHRISTOPHER M BIETER	MAGISTRATE JUDGE	90,718.00
	EARL BLOWER	MAGISTRATE JUDGE	90,718.00
	RICK L BOLLAR	MAGISTRATE JUDGE	90,718.00
	HENRY R BOOMER	MAGISTRATE JUDGE	90,718.00
	THOMAS H BORRESEN	MAGISTRATE JUDGE	90,718.00
	GAYLEN L BOX	MAGISTRATE JUDGE	90,718.00
	RYAN W BOYER	MAGISTRATE JUDGE	90,718.00
	JOHN H BRADBURY	DISTRICT JUDGE	95,718.00
	ORENE LYNN BROWER	MAGISTRATE JUDGE	90,718.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
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AGENCY	NAME	TITLE	ANNUAL SALARY
JUDICIAL BRANCH	JEFF M BRUDIE	DISTRICT JUDGE	95,718.00
	CHARLES P BRUMBACH	MAGISTRATE JUDGE	90,718.00
	BARBARA A BUCHANAN	MAGISTRATE JUDGE	90,718.00
	ROGER BURDICK	SUPREME COURT JUSTICE	102,125.00
	ROBERT B BURTON	MAGISTRATE JUDGE	90,718.00
	RONALD E BUSH	DISTRICT JUDGE	95,718.00
	JOHN K BUTLER	DISTRICT JUDGE	95,718.00
	STEPHEN L CALHOUN	MAGISTRATE JUDGE	90,718.00
	MONTE B CARLSON	DISTRICT JUDGE	95,718.00
	KEVIN P CASSIDY	MAGISTRATE JUDGE	90,718.00
	RUSSELL A COMSTOCK	MAGISTRATE JUDGE	90,718.00
	LINDA J COOK	MAGISTRATE JUDGE	90,718.00
	CHERI C COPSEY	DISTRICT JUDGE	95,718.00
	MICHAEL R CRABTREE	MAGISTRATE JUDGE	90,718.00
	GREGORY M CULET	DISTRICT JUDGE	95,718.00
	DAVID E DAY	MAGISTRATE JUDGE	90,718.00
	GARY DEMEYER	MAGISTRATE JUDGE	90,718.00
	MICHAEL R DENNARD	MAGISTRATE JUDGE	90,718.00
	WILLIAM B DILLON III	MAGISTRATE JUDGE	90,718.00
	STEPHEN W DRESCHER	DISTRICT JUDGE	95,718.00
	LARRY R DUFF	MAGISTRATE JUDGE	90,718.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
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AGENCY	NAME	TITLE	ANNUAL SALARY
JUDICIAL BRANCH	JOHN DUTCHER	MAGISTRATE JUDGE	90,718.00
	DANIEL THOMAS EISMANN	SUPREME COURT JUSTICE	102,125.00
	ROBERT J ELGEE	MAGISTRATE JUDGE	90,718.00
	DAVID C EPIS	MAGISTRATE JUDGE	90,718.00
	DAVID L EVANS	MAGISTRATE JUDGE	90,718.00
	BRADLEY S FORD	MAGISTRATE JUDGE	90,718.00
	GREGORY F FRATES	MAGISTRATE JUDGE	90,718.00
	JAY P GASKILL	MAGISTRATE JUDGE	90,718.00
	FRED M GIBLER	DISTRICT JUDGE	95,718.00
	MICHAEL GRIFFIN	MAGISTRATE JUDGE	90,718.00
	SERGIO A GUTIERREZ	COURT OF APPEALS JUDGE	101,125.00
	WILLIAM C HAMLETT	MAGISTRATE JUDGE	90,718.00
	TIMOTHY L HANSEN	MAGISTRATE JUDGE	90,718.00
	DON L HARDING	DISTRICT JUDGE	97,218.00
	RONALD M HART	MAGISTRATE JUDGE	90,718.00
	CHARLES L HAY	MAGISTRATE JUDGE	90,718.00
	DEBRA A HEISE	MAGISTRATE JUDGE	90,718.00
	JAMES C HERNDON	DISTRICT JUDGE	97,218.00
	RENAE HOFF	DISTRICT JUDGE	95,718.00
	JOHN C HOHNHORST	DISTRICT JUDGE	95,718.00
	WILLIAM P HOLLERICH	MAGISTRATE JUDGE	90,718.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
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AGENCY	NAME	TITLE	ANNUAL SALARY
JUDICIAL BRANCH	JOEL D HORTON	DISTRICT JUDGE	95,718.00
	CHARLES W HOSACK	DISTRICT JUDGE	97,218.00
	ERIC S HUNN	MAGISTRATE JUDGE	90,718.00
	MARK A INGRAM	MAGISTRATE JUDGE	90,718.00
	R TED ISRAEL	MAGISTRATE JUDGE	90,718.00
	TODD JOYNER	MAGISTRATE JUDGE	90,718.00
	JUSTIN W JULIAN	MAGISTRATE JUDGE	90,718.00
	GREGORY K KALBFLEISCH	MAGISTRATE JUDGE	90,718.00
	MICHAEL B KENNEDY	MAGISTRATE JUDGE	90,718.00
	CARL B KERRICK	DISTRICT JUDGE	95,718.00
	JUNEAL C KERRICK	DISTRICT JUDGE	95,718.00
	WAYNE L KIDWELL	SUPREME COURT JUSTICE	102,125.00
	FRANK P KOTYK	MAGISTRATE JUDGE	90,718.00
	A LYNNE KROGH	MAGISTRATE JUDGE	90,718.00
	KAREN L LANSING	COURT OF APPEALS JUDGE	101,125.00
	COLIN W LUKE	MAGISTRATE JUDGE	90,718.00
	JOHN P LUSTER	DISTRICT JUDGE	95,718.00
	EUGENE A MARANO	MAGISTRATE JUDGE	90,718.00
	JAMES J MAY	DISTRICT JUDGE	95,718.00
	TERRY R McDANIEL	MAGISTRATE JUDGE	90,718.00
	PETER D McDERMOTT	DISTRICT JUDGE	95,718.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
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AGENCY	NAME	TITLE	ANNUAL SALARY
JUDICIAL BRANCH	DAN C McDOUGALL	MAGISTRATE JUDGE	90,718.00
	PATRICK R McFADDEN	MAGISTRATE JUDGE	90,718.00
	DANIEL J McGEE	MAGISTRATE JUDGE	90,718.00
	MICHAEL R McLAUGHLIN	DISTRICT JUDGE	95,718.00
	JOHN M MELANSON	DISTRICT JUDGE	95,718.00
	KENT J MERICA	MAGISTRATE JUDGE	90,718.00
	JERRY R MEYERS	MAGISTRATE JUDGE	90,718.00
	CAROLYN M MINDER	MAGISTRATE JUDGE	90,718.00
	J T MITCHELL	DISTRICT JUDGE	95,718.00
	THOMAS MORDEN	MAGISTRATE JUDGE	90,718.00
	JAMES C MORFITT	DISTRICT JUDGE	97,218.00
	BRENT J MOSS	DISTRICT JUDGE	95,718.00
	BRYAN K MURRAY	MAGISTRATE JUDGE	90,718.00
	THOMAS F NEVILLE	DISTRICT JUDGE	95,718.00
	MICHAEL J OTHS	MAGISTRATE	90,718.00
	JAMES C PEART	MAGISTRATE JUDGE	90,718.00
	DARREL R PERRY	COURT OF APPEALS JUDGE	101,125.00
	GORDON W PETRIE	MAGISTRATE JUDGE	90,718.00
	MARK S RAMMELL	MAGISTRATE JUDGE	90,718.00
	L MARK RIDDOCH	MAGISTRATE JUDGE	90,718.00
	CHARLES L ROOS	MAGISTRATE JUDGE	90,718.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
PAGE 11**

AGENCY	NAME	TITLE	ANNUAL SALARY
JUDICIAL BRANCH	THOMAS J RYAN	MAGISTRATE JUDGE	90,718.00
	RALPH SAVAGE	MAGISTRATE JUDGE	90,718.00
	JAMES A SCHILLER	MAGISTRATE JUDGE	90,718.00
	RICHARD A SCHMIDT	MAGISTRATE JUDGE	90,718.00
	GERALD F SCHROEDER	SUPREME COURT JUSTICE	102,125.00
	JOHN R SELLMAN	MAGISTRATE JUDGE	90,718.00
	JON J SHINDURLING	DISTRICT JUDGE	95,718.00
	BENJAMIN R SIMPSON	MAGISTRATE JUDGE	90,718.00
	NORMAN R SMITH	DISTRICT JUDGE	95,718.00
	HOWARD D SMYSER	MAGISTRATE JUDGE	90,718.00
	ORIN L SQUIRE	MAGISTRATE JUDGE	90,718.00
	RICHARD T St CLAIR	DISTRICT JUDGE	95,718.00
	JOHN R STEGNER	DISTRICT JUDGE	97,218.00
	KATHRYN A STICKLEN	DISTRICT JUDGE	95,718.00
	RANDY STOKER	MAGISTRATE JUDGE	90,718.00
	L KEVIN SWAIN	MAGISTRATE JUDGE	90,718.00
	DON L SWANSTROM	MAGISTRATE JUDGE	90,718.00
	ROBERT M TAISEY Jr	MAGISTRATE JUDGE	90,718.00
	LINDA COPPLE TROUT	CHIEF SUPREME COURT JUSTICE	103,625.00
	JOHN F VARIN	MAGISTRATE JUDGE	90,718.00
	JOHN C VEHLLOW	MAGISTRATE JUDGE	90,718.00

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO ELECTED OFFICIALS
AS OF JANUARY 2, 2004**

**EXHIBIT C
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AGENCY	NAME	TITLE	ANNUAL SALARY
JUDICIAL BRANCH	STEVE VERBY	DISTRICT JUDGE	95,718.00
	KEITH M WALKER	MAGISTRATE JUDGE	90,718.00
	THOMAS P WATKINS	MAGISTRATE JUDGE	90,718.00
	BARRY E WATSON	MAGISTRATE JUDGE	90,718.00
	SCOTT L WAYMAN	MAGISTRATE JUDGE	90,718.00
	MIKE WETHERELL	DISTRICT JUDGE	95,718.00
	BOYD BARNARD WHITE II	MAGISTRATE JUDGE	90,718.00
	DARLA S WILLIAMSON	DISTRICT JUDGE	97,218.00
	RONALD J WILPER	DISTRICT JUDGE	95,718.00
	RODERICK BARRY WOOD	DISTRICT JUDGE	97,218.00
	PATRICIA YOUNG	MAGISTRATE JUDGE	90,718.00

TOTAL NUMBER OF ELECTED OFFICIALS = 242

* Speaker/President Pro Tem receives an additional \$3,000

**STATE OF IDAHO AGENCY HEADS
AS OF JANUARY 2, 2004**

**EXHIBIT D
PAGE 1**

AGENCY	ORG CODE	NAME	TITLE	ANNUAL SALARY
ACCOUNTANCY BOARD	422	BARBARA R PORTER	EXECUTIVE DIRECTOR	57,387.20
ADMINISTRATION	200	PAMELA I AHRENS	DIRECTOR	82,097.60
AGRICULTURE	210	PATRICK A TAKASUGI	DIRECTOR	85,072.00
APPELLATE PUBLIC DEFENDER	443	MOLLY J HUSKEY	CHIEF PUBLIC DEFENDER	81,099.20
ARTS COMMISSION	196	DANIEL J HARPOLE	EXECUTIVE DIRECTOR	65,208.00
ATTORNEY GENERAL	160	LAWRENCE G WASDEN	ATTORNEY GENERAL	91,500.00
BLIND COMMISSION	189	ANGELA N ROAN	ADMINISTRATOR	65,000.00
BOISE STATE UNIVERSITY	512	ROBERT W KUSTRA ***	PRESIDENT	162,000.00
BRAND INSPECTION	331	LARRY ALAN HAYHURST	STATE BRAND INSPECTOR	49,296.00
BUILDING SAFETY	450	DAVID ALFRED MUNROE	ADMINISTRATOR	68,702.40
COMMERCE	220	VACANT	DIRECTOR	.00
CONTROLLER'S OFFICE	140	KEITH LAVAR JOHNSON	STATE CONTROLLER	82,500.00
CORRECTIONAL INDUSTRIES	231	MARILYN MAKI McAULEY	ADMINISTRATOR	75,004.80
CORRECTIONS	230	THOMAS J BEAUCLAIR	DIRECTOR	89,960.00
DEAF & BLIND SCHOOL	502	ANGEL MANUEL RAMOS	SUPERINTENDENT	83,990.40
DENTISTRY BOARD	423	MICHAEL JAMES SHEELEY	EXECUTIVE DIRECTOR	56,659.20
EASTERN IDAHO TECH COLLEGE	504	WILLIAM A ROBERTSON	PRESIDENT	96,678.40
EDUCATION BOARD	501	GARY W STIVERS	EXECUTIVE DIRECTOR	104,998.40
BOARD OF ENGINEERS	424	DAVID LAWRENCE CURTIS	SECRETARY OF THE BOARD	68,702.40
ENVIRONMENTAL QUALITY	245	CORAL STEPHEN ALLRED	DIRECTOR	86,528.00
FINANCE	250	GAVIN M GEE	DIRECTOR	84,177.60
FINANCIAL MANAGEMENT	180	BRADLEY T FOLTMAN	ADMINISTRATOR	87,214.40
FISH & GAME	260	STEVEN HUFFAKER	DIRECTOR	99,091.20

* Speaker/President Pro Tem receives an additional \$3,000

** Daily Rate - Board Members

*** Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO AGENCY HEADS
AS OF JANUARY 2, 2004**

**EXHIBIT D
PAGE 2**

AGENCY	ORG CODE	NAME	TITLE	ANNUAL SALARY
GEOLOGIST BOARD	430	PAUL KARL LINK	CHAIRMAN OF BOARD **	50.00
GOVERNOR'S OFFICE	181	DIRK A KEMPTHORNE	GOVERNOR	98,500.00
HEALTH & WELFARE	270	KARL KURTZ	ADMINISTRATOR	99,028.80
HEALTH DISTRICT I	951	JEANNE A BOCK	DIRECTOR	76,606.40
HEALTH DISTRICT III	953	EUGENE G GUNDERSON	DIRECTOR	81,432.00
HEALTH DISTRICT IV	954	KATHLEEN HOLLEY	DIRECTOR	91,332.80
HEALTH DISTRICT II	952	CAROL M MOEHRLE	DIRECTOR	84,219.20
HEALTH DISTRICT VII	957	RICHARD HORNE	DIRECTOR	70,200.00
HEALTH DISTRICT V	955	CHERYL S JUNTUNEN	DIRECTOR	80,974.40
HEALTH DISTRICT VI	956	EDWARD A MARUGG	DIRECTOR	68,640.00
HISPANIC COMMISSION	441	MARGIE A GONZALEZ	EXECUTIVE DIRECTOR	38,251.12
HISTORICAL SOCIETY	522	STEPHEN C GUERBER	DIRECTOR	75,545.60
HOUSE	101	BRUCE NEWCOMB	SPEAKER of the HOUSE *	18,646.00
HUMAN RESOURCES	194	ANN HEILMAN	ADMINISTRATOR	82,097.60
HUMAN RIGHTS COMMISSION	188	LESLIE LEIGH GODDARD	DIRECTOR	64,438.40
IDAHO STATE POLICE	330	ROBERT DAN CHARBONEAU	DIRECTOR	83,075.20
IDAHO STATE UNIVERSITY	513	RICHARD L BOWEN	PRESIDENT	162,011.20
INDUSTRIAL COMMISSION	300	MELINDA M HARROLD	DIRECTOR	65,520.00
INDUSTRIAL COMMISSION	300	JAMES F KILE	COMMISSIONER	78,955.00
INDUSTRIAL COMMISSION	300	THOMAS E LIMBAUGH	COMMISSIONER	78,955.00
INDUSTRIAL COMMISSION	300	ROY D MAYNARD	COMMISSIONER	78,955.00
INSURANCE FUND	186	JAMES M ALCORN	OFFICIAL/ADMINISTRATOR	106,995.20
INSURANCE	280	MARY L HARTUNG	DIRECTOR	78,249.60

* Speaker/President Pro Tem receives an additional \$3,000

** Daily Rate - Board Members

*** Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO AGENCY HEADS
AS OF JANUARY 2, 2004**

**EXHIBIT D
PAGE 3**

AGENCY	ORG CODE	NAME	TITLE	ANNUAL SALARY
INVESTMENT BOARD	322	MATTHEW J HAERTZEN	INVESTMENT MANAGER	99,403.20
JUDICIAL BRANCH	110	LINDA COPPLE TROUT	CHIEF SUPREME COURT JUSTICE	103,625.00
JUVENILE CORRECTIONS	285	BRENT DAVID REINKE	DIRECTOR	76,024.00
LABOR, DEPT OF	240	ROGER B MADSEN	DIRECTOR	86,278.40
LANDS, DEPT OF	320	WINSTON A WIGGINS	DIRECTOR	86,507.20
LAVA HOT SPRINGS	341	MARK J LOWE	EXECUTIVE DIRECTOR	58,011.20
LEGISLATIVE SERVICES	102	CARL FRANCIS BIANCHI	DIRECTOR	83,868.00
LEWIS CLARK STATE COLLEGE	511	DENE KAY THOMAS	PRESIDENT	121,014.00
LIBRARY, STATE	521	CHARLES BOLLES	STATE LIBRARIAN	70,990.40
LIEUTENANT GOVERNOR	120	JAMES E RISCH	LIEUTENANT GOVERNOR	26,750.00
LIQUOR DISPENSARY	185	JAMES M NALLY	SUPERINTENDENT	79,352.00
LOTTERY COMMISSION	440	ROGER D SIMMONS	DIRECTOR	79,019.20
MEDICINE BOARD	425	NANCY M KERR	EXECUTIVE DIRECTOR	65,416.00
MILITARY DIVISION	190	JOHN F KANE	ADJUTANT GENERAL	102,440.00
NURSING BOARD	426	SANDRA E EVANS	EXECUTIVE DIRECTOR	60,860.80
OCCUPATIONAL LICENSE BOARD	427	RAYOLA M JACOBSEN	BUREAU CHIEF	55,993.60
OFFICE ON AGING	187	LOIS S BAUER	DIRECTOR	63,606.40
OUTFITTERS & GUIDES	434	CHARLES JAKE HOWARD	EXECUTIVE DIRECTOR	44,990.40
PARKS & RECREATION	340	RICHARD J COLLIGNON	DIRECTOR	75,004.80
PHARMACY BOARD	421	RICHARD MARKUSON	EXECUTIVE DIRECTOR	68,640.00
PROF-TECH EDUCATION	503	MICHAEL G RUSH	ADMINISTRATOR	86,444.80
PUB EMPLOYEE RETIREMENT	183	ALAN H WINKLE	EXECUTIVE DIRECTOR	84,136.00
PUBLIC BROADCASTING	520	PETER W MORRILL	GENERAL MANAGER	77,230.40

* Speaker/President Pro Tem receives an additional \$3,000

** Daily Rate - Board Members

*** Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO AGENCY HEADS
AS OF JANUARY 2, 2004**

**EXHIBIT D
PAGE 4**

AGENCY	ORG CODE	NAME	TITLE	ANNUAL SALARY
PUBLIC UTILITY COMMISSION	900	DENNIS S HANSEN	COMMISSIONER	81,120.00
PUBLIC UTILITY COMMISSION	900	PAUL KJELLANDER	COMMISSIONER	81,120.00
PUBLIC UTILITY COMMISSION	900	MARSHA H SMITH	COMMISSIONER	81,120.00
RACING COMMISSION	332	EUGENE O BAKER	EXECUTIVE DIRECTOR	38,324.00
REAL ESTATE COMMISSION	429	DONNA MARILYN JONES	EXECUTIVE DIRECTOR	61,214.40
SECRETARY OF STATE	130	BENITO T YSURSA	SECRETARY OF STATE	82,500.00
SENATE	100	ROBERT L GEDDES	SENATOR PRESIDENT PRO TEM *	18,646.00
SPECIES CONSERVATION	195	JAMES L CASWELL	ADMINISTRATOR	75,254.40
SUPT PUBLIC INSTRUCTION	170	MARILYN L HOWARD	SUPT OF PUBLIC INSTRUCTION	82,500.00
TAX APPEALS BOARD	351	SUSAN G RENFRO	DIRECTOR	54,392.00
TAX COMMISSION, STATE	352	COLEEN F GRANT	COMMISSIONER	70,304.00
TAX COMMISSION, STATE	352	DUWAYNE D HAMMOND Jr	COMMISSIONER	70,304.00
TAX COMMISSION, STATE	352	SEVERINA S HAWS	COMMISSIONER	70,304.00
TAX COMMISSION, STATE	352	LARRY C WATSON	COMMISSIONER	70,304.00
TRANSPORTATION	290	DAVID S EKERN	DIRECTOR	130,000.00
TREASURER'S OFFICE	150	RON G CRANE	STATE TREASURER	82,500.00
UNIVERSITY OF IDAHO	514	VACANT	PRESIDENT	0.00
VETERANS SERVICES	444	RICHARD W JONES	ADMINISTRATOR	73,632.00
VETERINARY MED BOARD	435	LARRY ELD	BOARD PRESIDENT **	50.00
VOCATIONAL REHAB	523	MICHAEL JOSEPH GRAHAM	ADMINISTRATOR	84,011.20
WATER RESOURCES	360	KARL J DREHER	DIRECTOR	102,752.00
WOMEN'S COMMISSION	192	MARY TERESA BOGERT	DIRECTOR	19,776.12

* Speaker/President Pro Tem receives an additional \$3,000

** Daily Rate - Board Members

*** Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 1**

NAME	AGENCY	TITLE	ANNUAL SALARY
RICHARD T JACOBSEN	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	182,062.40
DONALD L BURNETT	UNIVERSITY OF IDAHO	DEAN	175,011.20
GARY K MAKI	UNIVERSITY OF IDAHO	RESEARCH FACULTY	165,006.40
STERLING WHITAKER	UNIVERSITY OF IDAHO	RESEARCH FACULTY	165,006.40
RICHARD L BOWEN	IDAHO STATE UNIVERSITY	PRESIDENT	162,011.20
ROBERT W KUSTRA	BOISE STATE UNIVERSITY	PRESIDENT*	162,000.00
DAVID E THOMPSON	UNIVERSITY OF IDAHO	DEAN	159,840.00
EUGENE A BLEYMAIER	BOISE STATE UNIVERSITY	ATHLETIC DIRECTOR	155,750.40
CHERYL B SCHRADER	BOISE STATE UNIVERSITY	DEAN	155,001.60
ROBERT M MAYNARD	PUB EMPLOYEE RETIREMENT	CHIEF INVESTMENT OFFICER	152,401.60
GAUTAM PILLAY	IDAHO STATE UNIVERSITY	FACULTY	149,822.40
RALPH D HECKARD	HEALTH & WELFARE, DEPT OF	PHYSICIAN, MEDICAL DIR	145,579.20
JOHN C McCORMACK Jr	HEALTH & WELFARE, DEPT OF	PHYSICIAN, CLIN DIR-INST	145,579.20
JUDITH T PARRISH	UNIVERSITY OF IDAHO	DEAN	145,017.60
CHAD L MURDOCK	HEALTH & WELFARE, DEPT OF	PHYSICIAN, PSYCH SPEC	144,185.60
KELLY P PALMER	HEALTH & WELFARE, DEPT OF	PHYSICIAN, PSYCH SPEC	143,124.80
JONATHAN CREE	IDAHO STATE UNIVERSITY	FACULTY	142,215.84
JONATHAN N LAWSON	IDAHO STATE UNIVERSITY	VICE PRESIDENT	141,772.80
DANNY C HAWKINS	BOISE STATE UNIVERSITY	HEAD FOOTBALL COACH	141,752.00

* Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 2**

NAME	AGENCY	TITLE	ANNUAL SALARY
DARYL E JONES	BOISE STATE UNIVERSITY	VICE PRESIDENT	141,107.20
FREDERICK E MARSH	HEALTH & WELFARE, DEPT OF	PHYSICIAN, PSYCH SPEC	141,107.20
MARY BETH OSTROM	HEALTH & WELFARE, DEPT OF	PHYSICIAN, PSYCH SPEC	141,065.60
SANDRA J HOFFMANN	IDAHO STATE UNIVERSITY	FACULTY	141,017.76
LINDA E CARTER	HEALTH & WELFARE, DEPT OF	PHYSICIAN, CLIN DIR-COMM	140,899.20
BRIAN L PITCHER	UNIVERSITY OF IDAHO	PROVOST, ACADEMIC AFFAIRS	140,608.00
CHARLES R HATCH	UNIVERSITY OF IDAHO	VICE PRESIDENT, RESEARCH	140,004.80
DERIC V RAVSTEN	HEALTH & WELFARE	PHYSICIAN, PSYCH SPEC	140,004.80
FRAUN FLERCHINGER	HEALTH & WELFARE, DEPT OF	PHYSICIAN, CLIN DIR-INST	139,006.40
ROBERT HIROMOTO	UNIVERSITY OF IDAHO	CHAIRPERSON	137,011.20
KENNETH R PROLO	IDAHO STATE UNIVERSITY	VICE PRESIDENT	136,240.00
JOSEPH FEELEY	UNIVERSITY OF IDAHO	CHAIRPERSON	135,859.20
THOMAS L CABLE	UNIVERSITY OF IDAHO	HEAD FOOTBALL COACH	135,657.60
FRED S GUNNERSON	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	135,241.60
NICHOLAS HOLT	UNIVERSITY OF IDAHO	HEAD FOOTBALL COACH	135,012.80
RON L CRAWFORD	UNIVERSITY OF IDAHO	DIRECTOR, EBI	133,556.80
MONTE BOISEN	UNIVERSITY OF IDAHO	CHAIRPERSON	133,328.00
STEVEN BRENT DALEY	UNIVERSITY OF IDAHO	DEAN	133,016.00
STEVEN R BILLINGSLEY	IDAHO STATE UNIVERSITY	MANAGER	132,329.60
DAVID S EKERN	TRANSPORTATION, DEPT OF	DIRECTOR	130,000.00

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**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 3**

NAME	AGENCY	TITLE	ANNUAL SALARY
JODY WAYNE GAMBLES	UNIVERSITY OF IDAHO	RESEARCH FACULTY	130,000.00
JEAN'NE M SHREEVE	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	128,689.60
JOSEPH ROBERT ZELLER	UNIVERSITY OF IDAHO	DEAN	128,003.20
BYRON DANGERFIELD	UNIVERSITY OF IDAHO	DEAN	127,566.40
HARRY E NEEL Jr	BOISE STATE UNIVERSITY	VICE PRESIDENT	127,212.80
KENT M TINGEY	IDAHO STATE UNIVERSITY	VICE PRESIDENT	125,819.20
DAVID G STEADMAN	BOISE STATE UNIVERSITY	EXECUTIVE DIRECTOR	125,548.80
LEONARD R JOHNSON	UNIVERSITY OF IDAHO	VICE PROVOST ACADEMIC & STDNT	125,174.40
ROBERT WILLIAM SMITH	UNIVERSITY OF IDAHO	RESEARCH FACULTY	125,008.00
LAURA E HUBBARD	UNIVERSITY OF IDAHO	INTERIM VICE PRESIDENT	123,510.40
RICHARD C HEIMSCH	UNIVERSITY OF IDAHO	DIRECTOR/ASSOC DEAN	122,324.80
JAY F KUNZE	IDAHO STATE UNIVERSITY	DEAN	121,576.00
JOANNE B CARR	UNIVERSITY OF IDAHO	VICE PRESIDENT	121,388.80
GARY E MACHLIS	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	121,347.20
WAYLAND H WINSTEAD	UNIVERSITY OF IDAHO	EXEC DIR, INST PLAN & BUDGET	121,118.40
DENE KAY THOMAS	LEWIS CLARK STATE COLLEGE	PRESIDENT	121,014.00
DAVID BENJAMINE BEARD	UNIVERSITY OF IDAHO	ASSOCIATE DEAN	120,307.20
PAUL B BLACKER	IDAHO STATE UNIVERSITY	AFFILIATE FACULTY	120,016.00
JOSEPH STEINER	IDAHO STATE UNIVERSITY	DEAN	120,016.00
CHARLOTTE EBERLEIN	UNIVERSITY OF IDAHO	ASSOC VP/ASSOC DEAN, DIR CES	119,995.20

* Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 4**

NAME	AGENCY	TITLE	ANNUAL SALARY
WILLIAM C LATHEN	BOISE STATE UNIVERSITY	DEAN	119,204.80
EDWIN W HOUSE	IDAHO STATE UNIVERSITY	DEAN	117,228.80
JAMES R PRATT	IDAHO STATE UNIVERSITY	DEAN	117,000.00
WILLIAM M WOODHOUSE	IDAHO STATE UNIVERSITY	ASSOCIATE DIRECTOR	116,494.56
LINDA C HATZENBUEHLER	IDAHO STATE UNIVERSITY	DEAN	116,230.40
ROBERT M SPEAR	UNIVERSITY OF IDAHO	ASST DEAN	115,419.20
PEGGY L BLAKE	BOISE STATE UNIVERSITY	VICE PRESIDENT	115,107.20
DON GREGORY GRAHAM	BOISE STATE UNIVERSITY	HEAD BASKETBALL COACH	115,007.00
KENNETH JOSEPH HASS	UNIVERSITY OF IDAHO	RESEARCH ENGINEER, SR	115,003.20
LEONARD PERRY	UNIVERSITY OF IDAHO	HEAD BASKETBALL COACH	115,003.20
CHARLES L PETERSON	UNIVERSITY OF IDAHO	DEPT HEAD, INTERIM	115,003.20
RICHARD A SMITH	BOISE STATE UNIVERSITY	VICE PRESIDENT	115,003.20
GLENN R WILDE	UNIVERSITY OF IDAHO	VICE PROV, LIB/IT & CIO	115,003.20
FRANCIS H FROES	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	114,067.20
JOHN OWENS	BOISE STATE UNIVERSITY	VICE PRESIDENT	114,004.80
WILLIAM E STRATTON	IDAHO STATE UNIVERSITY	DEAN & PROFESSOR	113,900.80
GREGORY A BOHACH	UNIVERSITY OF IDAHO	DEPARTMENT HEAD	113,568.00
BARRY WILLIS	UNIVERSITY OF IDAHO	ASSOCIATE VP EDUCATNL OUTRCH	113,526.40
LARRY B HARRIS	IDAHO STATE UNIVERSITY	DEAN	112,632.00
CHARLES E WRIGHT	HEALTH & WELFARE, DEPT OF	ADMINISTRATOR, INFO SYSTMES	112,361.60

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**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 5**

NAME	AGENCY	TITLE	ANNUAL SALARY
GREGORY WOOD DONOHOE	UNIVERSITY OF IDAHO	RESEARCH FACULTY	112,008.00
NINON M GERMAIN COLLET	HEALTH & WELFARE	PHYSICIAN, PSYCH SPEC	112,003.84
LAWRENCE F LAFRENZ	MILITARY DIVISION	ASST ADJ GENERAL	111,987.20
ROBERT RALPH STIGER	UNIVERSITY OF IDAHO	DEAN	111,945.60
PHILLIP M EASTMAN	BOISE STATE UNIVERSITY	DEAN	111,529.60
A LARRY BRANEN	UNIVERSITY OF IDAHO	ASSOC VICE PRESIDENT	111,508.80
WENDLAND BEEZHOLD	IDAHO STATE UNIVERSITY	VISITING FACULTY	111,384.00
COREY D SCHOU	IDAHO STATE UNIVERSITY	FACULTY	111,009.60
JOHN S MORRIS	UNIVERSITY OF IDAHO	ASSOCIATE DEAN	110,976.00
LARRY J FORNEY	UNIVERSITY OF IDAHO	CHAIRPERSON	110,468.80
STEVEN PENONCELLO	UNIVERSITY OF IDAHO	ASSOCIATE DEAN	110,361.60
PETER R GRIFFITHS	UNIVERSITY OF IDAHO	CHAIRPERSON	110,219.20
JEANNE M CHRISTIANSEN	UNIVERSITY OF IDAHO	INTERIM DEAN	110,073.60
RAND CHARLES LEWIS	UNIVERSITY OF IDAHO	DIRECTOR, MARTIN PEACE INST	110,011.20
LOWELL H MILES	UNIVERSITY OF IDAHO	RESEARCH ENGINEER, SR	110,011.20
JAMES E SENTER	IDAHO STATE UNIVERSITY	DIRECTOR	110,011.20
JACK ANTHONY VENBRUX	UNIVERSITY OF IDAHO	RESEARCH ENGINEER, SR	110,011.20
MICHAEL J WEISS	UNIVERSITY OF IDAHO	RESEARCH FACULTY	110,011.20
JOANN H HENDERSON	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	109,803.20
MICHAEL B LASKOWSKI	UNIVERSITY OF IDAHO	RESEARCH FACULTY	109,304.00

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NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 6**

NAME	AGENCY	TITLE	ANNUAL SALARY
MICHAEL B BLANKENSHIP	BOISE STATE UNIVERSITY	DEAN	109,012.80
CHRISTINE G HAHN	HEALTH & WELFARE, DEPT OF	PHYSICIAN, EPIDEMIOLOGIST	108,097.60
WUDNEH ADMASSU	UNIVERSITY OF IDAHO	CHAIRPERSON	107,769.60
JOYCE LYNN GARRETT	BOISE STATE UNIVERSITY	FACULTY	107,640.00
RANAYE J MARSH	IDAHO STATE UNIVERSITY	DEAN	107,390.40
JAMES M ALCORN	INSURANCE FUND	OFFICIAL/ADMINISTRATOR	106,995.20
ROBIN A DODSON	IDAHO STATE UNIVERSITY	OFFICER - EXEMPT	106,017.60
DONALD C THILL	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	105,892.80
JAMES S MACDONALD	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	105,830.40
DIANE K SCHOOLEY-PETTIS	BOISE STATE UNIVERSITY	ASSOCIATE DEAN	105,123.20
GARY W STIVERS	EDUCATION BOARD	EXECUTIVE DIRECTOR	104,998.40
MICHAEL A STOCKSTILL	BOISE STATE UNIVERSITY	DEAN	104,748.80
TOURA J ASSEFI	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	104,332.80
HOWARD S PEAVY	UNIVERSITY OF IDAHO	ASSOCIATE DEAN	104,313.60
DOUGLAS F COVEY	IDAHO STATE UNIVERSITY	DEAN	104,270.40
ROBERT N STEELE	UNIVERSITY OF IDAHO	EXEC DIR, TRUST & INVESTMT	103,812.80
LINDA COPPLE TROUT	JUDICIAL BRANCH	CHIEF SUPREME COURT JUSTICE	103,625.00
GENE A MERRELL	UNIVERSITY OF IDAHO	AVP, RSRCH/CHF TECH TRSFR	103,126.40
LARRY J BARNHARDT	BOISE STATE UNIVERSITY	DEAN	103,022.40
JOHN A FERNANDEZ	LEWIS CLARK STATE COLLEGE	VICE PRESIDENT	102,981.00

* Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
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AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 7**

NAME	AGENCY	TITLE	ANNUAL SALARY
KARL J DREHER	WATER RESOURCES, DEPT OF	DIRECTOR	102,752.00
GEORGE LABAR	UNIVERSITY OF IDAHO	DEPARTMENT HEAD	102,502.40
JOHN F KANE	MILITARY DIVISION	ADJUTANT GENERAL	102,440.00
TRUDY JANE ANDERSON	UNIVERSITY OF IDAHO	DEAN	102,419.20
THOMAS F GESELL	IDAHO STATE UNIVERSITY	FACULTY	102,398.40
MICHAEL KYTE	UNIVERSITY OF IDAHO	NIATT DIRECTOR	102,273.60
ROGER BURDICK	JUDICIAL BRANCH	SUPREME COURT JUSTICE	102,125.00
DANIEL THOMAS EISMANN	JUDICIAL BRANCH	SUPREME COURT JUSTICE	102,125.00
WAYNE L KIDWELL	JUDICIAL BRANCH	SUPREME COURT JUSTICE	102,125.00
GERALD F SCHROEDER	JUDICIAL BRANCH	SUPREME COURT JUSTICE	102,125.00
JAMES TERRY GIRVAN	BOISE STATE UNIVERSITY	DEAN	102,044.80
JO ELLEN FORCE	UNIVERSITY OF IDAHO	DEPARTMENT HEAD	101,753.60
PAUL S CADY	IDAHO STATE UNIVERSITY	ASSOCIATE DEAN	101,608.00
RONALD W HARDY	UNIVERSITY OF IDAHO	AQUACULTURE DIRECTOR	101,483.20
DAVID E O'NEILL	BOISE STATE UNIVERSITY	DIRECTOR	101,483.20
RAYMOND DACEY	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	101,441.60
DEAN FROEHLICH	LEWIS CLARK STATE COLLEGE	VICE PRESIDENT	101,400.00
CLIVE JAMES STRONG	ATTORNEY GENERAL'S OFFICE	DEPUTY ATTORNEY GENERAL	101,233.60
SERGIO A GUTIERREZ	JUDICIAL BRANCH	COURT OF APPEALS JUDGE	101,125.00
KAREN L LANSING	JUDICIAL BRANCH	COURT OF APPEALS JUDGE	101,125.00

* Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 8**

NAME	AGENCY	TITLE	ANNUAL SALARY
DARREL R PERRY	JUDICIAL BRANCH	COURT OF APPEALS JUDGE	101,125.00
JOHN R PELTON	BOISE STATE UNIVERSITY	DEAN	101,004.80
JOSEPH J GEIGER	UNIVERSITY OF IDAHO	DEPARTMENT HEAD	100,838.40
BRADLEY H HALL	IDAHO STATE UNIVERSITY	GENERAL COUNSEL	100,755.20
RICHARD A BATTAGLIA	UNIVERSITY OF IDAHO	DEPARTMENT HEAD	100,692.80
JIMMY D ROSS	DEPT OF TRANSPORTATION	STATE HIGHWAY ADMINISTRATOR	100,692.80
RONALD SOLBRIG	IDAHO STATE UNIVERSITY	FACULTY	100,526.40
JENNIFER C FISHER	IDAHO STATE UNIVERSITY	ASST TO PRESIDENT	100,505.60
MARGRIT VONBRAUN	UNIVERSITY OF IDAHO	ASSOCIATE DEAN, GRAD STUDIES	100,505.60
KENNETH A SMITH	IDAHO STATE UNIVERSITY	ASSOCIATE DEAN	100,276.80
JOHN E HAMMEL	UNIVERSITY OF IDAHO	DIR, ACAD INT PROGR/ASSOC	100,193.60
DONALD L CRAWFORD	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	100,131.20
SUNIL SHARMA	UNIVERSITY OF IDAHO	CHAIRPERSON	100,108.80
KENNETH RUSSELL HARRIS	UNIVERSITY OF IDAHO	ASST VICE PRES, FIN AFFRS	100,006.40
JOANNE RUTH REECE	UNIVERSITY OF IDAHO	STRATEGIC FACULTY PROG OFCR	100,006.40
KEVIN SATTERLEE	BOISE STATE UNIVERSITY	ASSOC VP FOR PLANNING	100,006.40
MARTIN E SCHIMPF	BOISE STATE UNIVERSITY	ASSOCIATE DEAN	100,006.40
HARVEY L HUGHETT	UNIVERSITY OF IDAHO	DIRECTOR INFORMATION TECHNOLOGY	99,985.60
JOHN A MILLER	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	99,465.60
MATTHEW J HAERTZEN	INVESTMENT BOARD	INVESTMENT MANAGER	99,403.20

* Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**STATE OF IDAHO EMPLOYEES WITH ANNUAL SALARY
GREATER THAN OR EQUAL TO \$98,500
AS OF JANUARY 2, 2004**

**EXHIBIT E
PAGE 9**

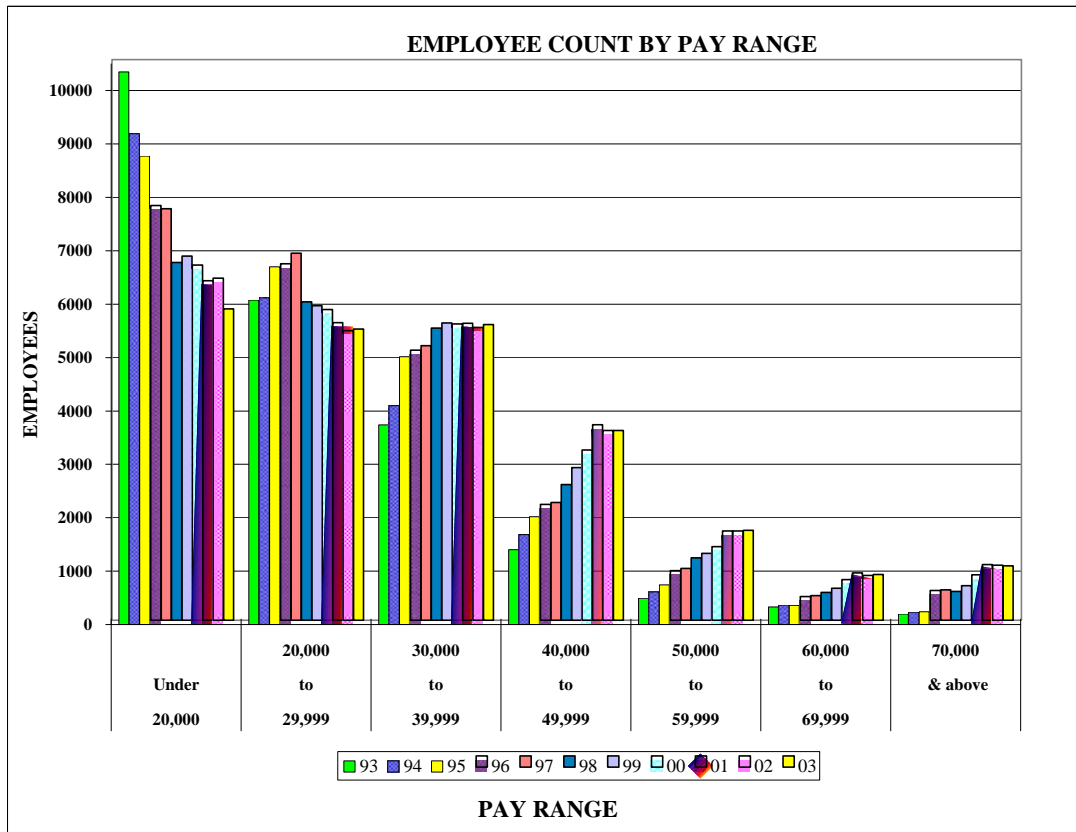
NAME	AGENCY	TITLE	ANNUAL SALARY
STEVEN HUFFAKER	FISH & GAME, DEPT OF	DIRECTOR	99,091.20
KARL KURTZ	HEALTH & WELFARE, DEPT OF	DIRECTOR	99,028.80
VAUGHN L CULBERTSON	IDAHO STATE UNIVERSITY	CHAIRMAN-ASSOC PROFESSOR	98,904.00
DAVID SORENSEN	IDAHO STATE UNIVERSITY	FACULTY	98,695.92
PAUL W OMAN Jr	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	98,550.40
JOHN C MUNSON	UNIVERSITY OF IDAHO	ACADEMIC FACULTY	98,529.60
DIRK A KEMPTHORNE	GOVERNOR	GOVERNOR	98,500.00

* Does not include housing allowance

NOTE: Non-elected and non-appointed salaries based on 2080 hours

**EMPLOYEE PAY RANGE
1993 THRU 2003**

EXHIBIT F



GOVERNOR'S PAY RANGE SINCE 1984

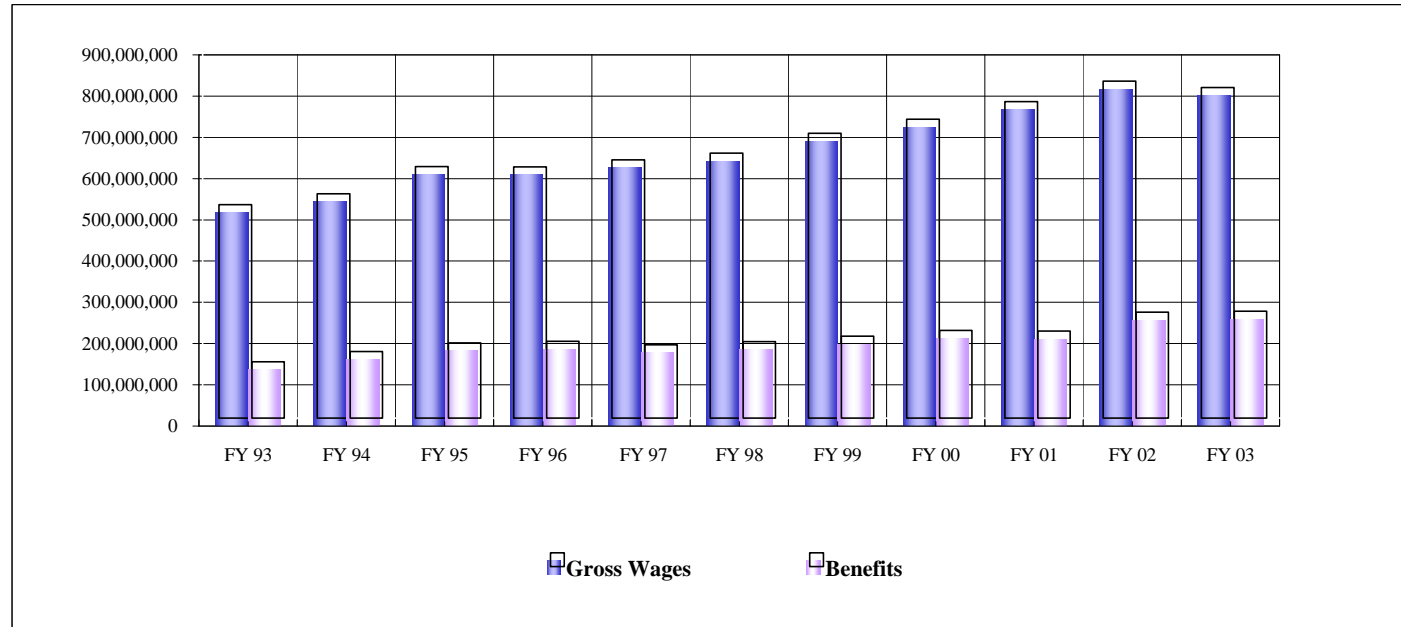
YEAR	GOV'S ANNUAL SALARY	HIGHEST PAID EMPLOYEE	# of EMPLOYEES PAID MORE THAN THE GOVERNOR
1984	\$50,000	\$63,400.00	47
1985	\$50,000	\$71,656.00	90
1986	\$50,000	\$75,649.00	150
1987	\$55,000	\$61,776.00	71
1988	\$55,000	\$81,952.00	108
1989	\$55,000	\$91,436.80	194
1990	\$55,000	\$105,851.20	310
1991	\$75,000	\$108,492.80	38
1992	\$75,000	\$122,740.80	53
1993	\$75,000	\$124,051.20	71
1994	\$75,000	\$124,550.40	101
1995	\$85,000	\$129,555.36	47
1996	\$85,000	\$132,828.80	64
1997	\$85,000	\$136,198.40	132
1998	\$85,000	\$136,198.40	142
1999	\$92,500	\$146,577.60	82
2000	\$95,500	\$160,014.40	81
2001	\$98,500	\$167,065.60	97
2002	\$98,500	\$176,592.00	148
2003	\$98,500	\$176,758.40	166

SUMMARY OF STATEWIDE COSTS FY'93-FY'03

EXHIBIT G

FISCAL YR	GROSS	FICA	RETIREMENT	WK COMP	SUI	DHR FEES	EAP	HEALTH	LIFE INS	TOTAL
FY 1993	517,138,525.80	37,962,602.26	51,057,265.13	4,126,429.61	846,551.01	1,906,745.18	630,237.91	35,516,229.59	4,685,825.83	653,870,412.32
FY 1994	544,140,987.32	39,915,217.47	57,434,425.96	5,262,727.50	889,583.79	2,017,935.60	679,035.36	50,638,457.56	4,665,219.84	705,643,590.40
FY 1995	609,455,450.38	44,814,856.11	69,461,192.90	6,121,533.89	1,501,297.80	2,278,470.68	716,640.10	52,708,206.82	4,791,937.78	791,849,586.46
FY 1996	609,257,960.02	44,814,494.54	70,829,442.12	5,988,483.54	1,994,830.14	2,251,929.73	745,675.94	54,699,549.60	4,964,433.86	795,546,799.49
FY 1997	625,878,919.60	46,201,438.21	72,744,743.95	5,816,122.92	2,370,569.86	2,239,802.21	762,822.99	42,333,397.57	5,070,430.45	803,418,247.76
FY 1998	642,156,760.27	47,077,604.82	68,124,513.67	4,956,089.15	1,155,337.64	2,337,134.04	719,598.53	55,558,519.65	5,183,054.51	827,268,612.28
FY 1999	690,259,275.94	50,567,906.99	69,857,915.40	4,235,998.66	2,265,207.78	2,451,363.89	726,067.86	62,500,804.94	5,926,336.56	888,790,878.02
FY 2000	724,617,655.40	53,076,641.41	73,333,498.76	4,915,328.15	2,198,795.59	2,387,588.97	750,264.89	69,766,908.22	5,933,261.39	936,979,942.78
FY 2001	767,663,624.07	56,078,747.07	55,458,908.99	5,592,595.57	2,203,308.03	2,293,887.28	*	81,352,855.50	8,097,365.93	978,741,292.44
FY 2002	816,825,571.19	59,709,214.43	83,228,618.05	7,767,084.37	2,121,126.53	2,329,028.95	*	92,954,312.12	8,570,534.51	1,073,505,490.15
FY 2003	801,640,571.82	58,484,438.85	81,565,763.57	9,045,453.81	2,009,973.51	2,329,517.35	*	97,489,576.50	8,358,901.01	1,060,924,196.42

TOTAL PAYROLL COSTS FY'93-FY'03



Includes Universities
 * Included in Health Insurance